



4814 Henry Street Norton Shores, Michigan 49441 www.nortonshores.org

Exhibit 10

January 24, 2011

Tim LaVigne  
1500 Westwood  
Muskegon, MI 49441

Dear Mr. LaVigne:

This letter is to confirm Mayor Nelund is upholding the termination of your employment with the City of Norton Shores effective October 27, 2010.

Sincerely,

A handwritten signature in cursive script that reads "Carrie A. Larks".

Carrie A. Larks  
Director of Administrative Services

Administration/City Clerk  
(231) 798-4391

Assessing Division  
(231) 799-6806

Building Division  
(231) 799-6801

Community Development  
(231) 799-6800

Finance/Treasurer  
(231) 799-6805

Fire Department  
(231) 798-4391

Parks/Recreation  
(231) 798-4391

Police Department  
(231) 798-4391

Public Works  
(231) 798-4391

Streets Division  
(231) 798-4391

Water/Sewer  
(231) 798-4391  
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